

ARTICLE 3.05 HOLIDAYS**CURRENT LANGUAGE:**

- I. Hard or Fixed Holidays for employees who work the traditional Monday through Friday work week will be celebrated on the day that City offices are closed. For the term of this agreement, the Holiday schedule is as follows:

**HARD HOLIDAYS
DATES CITY OFFICES ARE CLOSED**

| | FY 12/13 | FY 13/14 |
|---|-----------------|-----------------|
| INDEPENDENCE DAY | 7/4/12 | 7/4/13 |
| LABOR DAY | 9/3/12 | 9/2/13 |
| VETERANS' DAY | 11/12/12 | 11/11/13 |
| THANKSGIVING | 11/22/12 | 11/28/13 |
| DAY AFTER THANKSGIVING | 11/23/12 | 11/29/13 |
| CHRISTMAS | 12/25/12 | 12/25/13 |
| NEW YEARS DAY | 1/1/13 | 1/1/14 |
| MARTIN LUTHER KING, JR. BIRTHDAY | 1/21/13 | 1/20/14 |
| CESAR CHAVEZ DAY | 4/1/13 | 3/31/14 |
| MEMORIAL DAY | 5/27/13 | 5/26/14 |

Hard Holiday Pay

- A. Full time employees shall receive eight (8) hours pay at their regular hourly rate for each hard holiday. Permanent part-time employees shall receive holiday pay at their regular hourly rate in the proportion that such permanent part-time employment bears to full-time employment.
- B. For all employees (except for Library employees and full-time employees who work a 4-10 work schedule or a 9/80 work schedule) if a hard holiday falls on the employee's first regularly scheduled day off, the holiday will be recognized on the previous day; if it falls on the employee's second regularly scheduled day off, the holiday will be recognized on the following day. If the eligible employee must work on the day to be

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recognized as a hard holiday, the employee shall be paid overtime compensation in addition to the hard holiday pay.

Overtime compensation, in addition to the holiday pay, shall be paid to eligible employees who must work on any hard holiday.

C. Employees who work a flexible schedule (a 9/80 or 4/10) and who cannot observe a normal holiday schedule:

1. If a hard holiday falls on the employee's regularly scheduled day off, the employee will receive eight (8) hours pay.
2. If a hard holiday falls on an employee's regularly scheduled work day and the employee takes that day off, he or she will receive eight (8) hours of holiday pay for that day and may use the appropriate number of hours of discretionary leave to supplement the eight-hours (8) of holiday time in order to reach 40-hours for that work week. Or, with supervisor approval, the employee may choose to work the appropriate number of hours during the week of the holiday in order to reach a total of 40 hours for that work week.
3. If an employee works a hard holiday, the employee will receive the appropriate holiday hours pay based on their established schedule plus time and one-half for each hour actually worked.
4. If a represented permanent part-time employee works on a day to be observed as a hard holiday, the employee will receive holiday pay corresponding to the employee's full time equivalent hours plus pay at time and one-half for each hour worked.
5. If a hard holiday falls on the regularly scheduled day-off of a permanent part-time employee or if a hard holiday falls on a regularly scheduled work day but his or her work site is closed in observance of the holiday, the employee shall receive holiday pay corresponding to the employee's part time equivalent hours.

For payment purposes, if a hard holiday falls on a Saturday or Sunday, the day of observance shall be the actual day of the holiday for employees working a non-Monday-Friday flexible work schedule OR the day when the normal operations of his or her department or division are closed for those employees working a Monday-Friday flexible work schedule.

**HARD HOLIDAYS
DATES LIBRARIES ARE CLOSED**

| | | |
|----------------------|-----------------|------------------|
| Christmas Eve | 12/24/12 | 12/24/13* |
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| Christmas Day | 12/25/12 | 12/25/13 |
| New Year's Eve | 12/31/12 | 12/31/13* |
| New Year's Day | 1/1/13 | 1/1/14 |
| Martin Luther King, Jr. Birthday | 1/21/13 | 1/20/14 |
| Cesar Chavez Memorial | 4/1/13 | 3/31/14 |
| Memorial Day | 5/27/13 | 5/26/14 |
| * The library will close at 3pm on these days. | | |

| | | |
|-------------------------------|-----------------|-----------------|
| | FY 12/13 | FY 13/14 |
| Independence Day | 7/4/12 | 7/4/13 |
| Labor Day | 9/3/12 | 9/2/13 |
| Veterans' Day | 11/12/12 | 11/11/13 |
| Thanksgiving | 11/22/12 | 11/28/13 |
| Day After Thanksgiving | 11/23/12 | 11/29/13 |

- III. Library staff in represented classifications shall receive the same paid holidays that other CVEA represented employees receive (Article 3.05, Section I). If the City desires to have the Library remain open on any days during a holiday weekend, the Library management will make every attempt to use temporary personnel for staffing. For the purposes of this section, the term "holiday weekend" is defined as the Saturday and Sunday following a City recognized hard holiday which falls on a Friday; the Saturday and Sunday proceeding a City recognized hard holiday which falls on a Monday; the Saturday and Sunday following Thanksgiving Day; or any weekend on which a City recognized hard holiday falls. If staff requests and management approves, or management requires any bi-weekly rate (full-or part-time) employees to work during a holiday weekend, the employees shall receive time and one-half pay or compensatory time off.

IV. Floating Holidays

- A. Effective the first pay period in July of each fiscal year of this MOU, employees shall be credited with eight (8) hours floating holiday time each for Lincoln's Birthday, Washington's Birthday, and Admission Day. Permanent part-time employees paid at a bi-weekly rate shall be credited floating holiday time in the proportion that such part-time employment bears to full-time employment. Employees may take floating holiday time at their discretion, subject to staffing needs and with the approval of their Appointing Authority.

1. CVEA employees will receive one additional "Floating Holiday"

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for the term of this contract.

- B. Floating Holiday Use - Employees using floating holiday time before the holiday passes and subsequently leaving City service will be charged for such time. Employees who do not use their floating holiday time before June 30 of the fiscal year will lose such time. The smallest unit of time chargeable to floating holiday time is one half hour.

CONCERN:

An alternate holiday schedule for library employees creates staffing challenges, impacts the department's budget, and, in turn, affects the effective and efficient service delivery to the citizens of Chula Vista.

PROPOSED LANGUAGE:

- I. ~~Hard or Fixed~~ Holidays for employees who work the traditional Monday through Friday work week will be celebrated on the day that City offices are closed. For the term of this agreement, the following are the recognized hard holidays: ~~Holiday schedule is as follows:~~

**~~HARD HOLIDAYS
DATES CITY OFFICES ARE CLOSED~~**

| | |
|------------------------------------|--|
| INDEPENDENCE DAY | JULY 4TH |
| LABOR DAY | 1ST MONDAY IN SEPTEMBER |
| VETERANS' DAY | NOVEMBER 11TH |
| THANKSGIVING DAY | 4TH THURSDAY IN NOVEMBER |
| DAY AFTER THANKSGIVING | |
| CHRISTMAS DAY | DECEMBER 25TH |
| NEW YEAR'S DAY | JANUARY 1ST |
| MARTIN LUTHER KING, JR. DAY | 3RD MONDAY IN JANUARY |
| CESAR CHAVEZ DAY | MARCH 31ST |
| MEMORIAL DAY | LAST MONDAY IN MAY |

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- B. For all employees (except for Library employees and full-time employees who work a 4-10 work schedule or a 9/80 work schedule) if a hard holiday falls on the employee's first regularly scheduled day off, the holiday will be recognized on the previous day; if it falls on the employee's second regularly scheduled day off, the holiday will be recognized on the following day. If the eligible employee must work on the day to be recognized as a hard holiday,

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C. Employees who work a flexible schedule (a 9/80 or 4/10) and who cannot observe a normal holiday schedule:

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DATES LIBRARIES ARE CLOSED**

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| Christmas Day | 12/25/12 | 12/25/13 |

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|--|---------------------|----------------------|
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| New Year's Day | 1/1/13 | 1/1/14 |
| Martin Luther King, Jr. Birthday | 1/21/13 | 1/20/14 |
| Cesar Chavez Memorial | 4/1/13 | 3/31/14 |
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- B. Floating Holiday Use - Employees using floating holiday time before the holiday passes and subsequently leaving City service will be charged for such time. Employees who do not use their floating holiday time before June 30 of the fiscal year will lose such time. The smallest unit of time chargeable to floating holiday time is one half hour.

RESULT:

A consistent holiday schedule ensures the utmost effective and efficient service delivery to the citizens of Chula Vista. The Union counter-proposal meets the stated concern of the City without employees losing pay or a floating holiday.

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